

Memorandum of Mutual Accountability: Ripple Project

Dane County generates and maintains some of the starkest racial disparities in the nation across every indicator of well-being, as outlined in the [2013 Race to Equity Report](#). Libraries, due to their public service role and connection to local government, are uniquely situated to support more equitable, inclusive and just communities.

In collaboration with [Beyond the Page](#), Dane County libraries agree to participate in ongoing internal work to root out racism and white supremacy on both individual and institutional levels. This internal work will support the external work of diversifying Beyond the Page programming and engaging the public in meaningful conversations about race and justice, as well as creating more welcoming, inclusive and equitable libraries. This collaboration will launch under the name Ripple Project in fall of 2020.

Below is an outline of initial commitments, with the understanding that the pursuit of racial equity and social justice has no end date and our shared goal is to generate meaningful shifts in culture, policy and practice at every level of Dane County libraries. This will require ongoing assessment and correction moving forwards.

Phase 1: Assessing organizational culture (in partnership with [Cream City Conservation & Consulting](#))

- Equity Audit
 - To be completed by library leadership (fall 2020)
- D& I Organizational & Individual Assessment
 - To be completed by all staff (fall 2020)
- Inclusion Survey
 - To be completed by all staff (fall 2020)

Phase 2: Form [regional equity teams](#)

- 1-2 staff from each library committing 1-3 hours per week for a 2 year term
- **Northwest:** Black Earth, Cross Plains, Mazomanie, Middleton, Waunakee, Madison rep*, DCL rep*
- **Southwest:** Belleville, Fitchburg, Mount Horeb, Verona, Madison rep*, DCL rep*
- **Northeast:** Cambridge, Deerfield, DeForest, Marshall, Sun Prairie, Madison rep*, DCL rep*
- **Southeast:** McFarland, Monona, Oregon, Stoughton, Madison rep*, DCL rep*

Phase 3: Foundational workshops (in partnership with [Cream City Conservation & Consulting](#))

- 2 full-day trainings (2-5 staff per library)
- Training on recruitment, hiring and retention practices for directors/hiring managers (Nov 2020 in partnership with South Central Library System)

Phase 4: Support ongoing work of regional equity teams

- Beyond the Page will designate ongoing funding (minimum of \$5000/year) to support equity teams
- Libraries will continue to participate, replacing staff representatives as needed
- Library leadership will work to support the recommendations of equity teams which may include:
 - Ongoing professional development opportunities for staff
 - Changes to library policies/practices
 - Changes to recruitment, hiring and retention policies/practices

Signature page

I _____, Director of _____ Library, support the Ripple Project Memorandum of Mutual Accountability.

Signature

Date

I, the President of the Board of _____ Library, support the Ripple Project Memorandum of Mutual Accountability.

Signature

Date